

ANNUAL AWARDS CEREMONY

18 September 1979

I am sure we are all proud of these 50 people who have earned these certificates, the 1,550 others who deserve equal recognition and, of course, our two blood donors who represent many others who are contributing to that important civic program.

And today, on our 32nd birthday, we all deserve to congratulate ourselves and to be proud. And one of the things that makes me happiest on this birthday is the knowledge of the tremendous support that I receive from the Deputy Director and the Directors of the various offices of our Agency. And I would like to make sure that you know who they are and how superbly they are performing individually and as a team. All of you of course know our Deputy Director of Central Intelligence, Ambassador Frank Carlucci. Here today representing the Intelligence Community Resource Management Staff, [REDACTED] The Director of our clandestine service, Mr. John McMahon. Our Deputy Director for Administration, Mr. Don Wortman. Deputy Director for Science and Technology, Mr. Leslie Dirks. Newly appointed and a man we are very pleased to have as the Director of the National Foreign Assessment Center, Mr. Bruce Clarke.

STATINTL

On the occasion of a birthday you always ask where are you and where are you going next. I am pleased to be optimistic on both points today. Where are we? We are a mature agency with a superb record of contribution to our country. In recent years we have suffered from public criticism--largely unjustly and largely, in my view, the product

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of a general public skepticism with government. But in this period of criticism, we can be very proud that we have not lost our capability, our dedication, our drive and I am confident that in the last year or year and a half we have really turned the corner, turned the corner particularly in public opinion. As I go about the country, as I go up on the Hill, as I work downtown, I cannot tell you how much in the last year the questions have changed. Questions that used to be, what are you doing and why, to questions of, why aren't we having more intelligence.

Last week I spent two and a half full days on Capitol Hill explaining the Cuban-Soviet brigade situation. In all of that questioning, there was one clear theme and that is that we want you to have what you need and want you to do even more and better intelligence because we recognize the importance of it. And I can also tell you with great pleasure that from the President on down and through the Congress there has not been any question here of was there a shortcoming of intelligence in this Cuban situation. Even though it is only 90 miles to Cuba, discerning, divining why a group of Soviet people are in that country is a very difficult proposition and one in which I am very proud of the way in which we brought together, in a typical and a classical intelligence manner, a small number of the pieces in the puzzle and have come up with a very good understanding of what is going on down there. And that is being recognized in this situation and the support that is coming out of it for our Agency is very heartwarming.

Where are we going then? How are we going to build on this changing momentum in our direction? I would like to point out two things that I think are of great importance for us as we go into our 33rd year. First

we are going to use this momentum to redress some of the imbalances, some of the impediments that we do face. We are pressing for legislation to obtain relief in some measure from the Freedom of Information Act. We are pressing for legislation to make it a crime to reveal the names of Central Intelligence Agency personnel under cover or agents who work for us to get at the unpatriotic people like Philip Agee, who do so much to harm us. We are pressing for legislation also to make it easier for us to proceed in court where necessary. We had to prosecute William Kampiles some time ago and it was with great trepidation and great danger because of what we might have to have revealed in that case. And that is not something that we need live with and the Attorney General himself--that is the previous Attorney General, Mr. Griffin Bell--originated legislation here which we hope will give us remedy in this area.

All of this is part of a larger program though. A program in which each of us is individually involved in improving our overall security. Without a staunching of the leaks that have become far too numerous in our government, we cannot have a good intelligence service. And upon each one of us rests the responsibility for tightening security. We cannot each of us take care of the entire problem, but we can each take care of our piece of it and together we can improve this situation and we must.

A second goal for our 33rd year is to emphasize even more the importance of our personnel; how we treat them, how we provide them the right opportunities. Overall, I hope that in our 33rd year we will accent the role of the individual in our organization and heighten the sensitivity of each of our supervisors to paying attention to the needs,

the concerns of those whom he leads. You know that last winter we had a group of experts in personnel management come in and review our personnel procedures and organization. And they came away telling us that it was a very good and sound organization. They also gave us a large number of specific recommendations which we are culling through and implementing where appropriate. We have taken steps toward a more uniform promotion system, to a new fitness report form. All of these in order to ensure the most fair promotion system that we can possibly devise and to ensure that there is full visibility and understanding of our entire personnel management structure so the individual employee recognizes where he is, what his responsibilities are and what his opportunities are.

We are here today with this fine reputation only because of the quality of people that we have enjoyed over these 32 years. And each one of us bears a responsibility to ensure that same legacy for the future. This begins with the way in which we recruit people. It moves on into the way in which we inspire individuals to do their best. And it moves on to the way in which we ensure that each employee is provided the opportunity to do his or her best.

If we do care about our subordinates and do inspire them properly, we can rest assured that when this Agency reaches its 42nd and its 52nd birthday, we will still be performing the same magnificent role for our country that it does today. I can only assure you that that is going to be at least as important, if not more important, a role a decade or two decades from now. You and I bear responsibilities to ensure that we are ready for that and tending to, caring for our people is going to be the key to success. You can be proud of where we are. You can look forward to equal and demanding challenges ahead. Happy Birthday and thank you all.

AWARDS

32nd -- Time reflect

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Suffered period public criticism - part general skepticism
with government

Not lost capability - dedication - drive

Turned corner public opinion

Last year - why not better and more intell

Excoriated not asking for more \$

Going -

How build 2 goals

Redress some imbalances

FOIA

ID Legis - Agee

Court proceedings - Kampiles

Part stopping leaks

Emphasize importance personnel - how treat/people
~~Improve personnel system~~

NAPA - basically sound - large # recommendations

Uniform promotion system

New fit report

Both to ensure fairest promotions & full visibility

Overall 33rd year must be one accent role individual

Heighten sensitivity every supervisor to paying

attention to the needs, concerns those he leads

fine
Here bec had good people -

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Begins way recruit

Moves way inspire to do best

And way ensure each employee afforded max
opportunity to achieve his/her best

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*I not only grateful -
contub - foundation future
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